

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**

**Thursday, March 21, 2024  
10:00 – 11:10am  
ADMIN 245  
MINUTES OF MEETING**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 10:00am on March 21, 2024. Vice-Chair Katherine Brokaw presiding.

**I. Consent Calendar**

- A. Today's agenda
- B. [February 22 draft Meeting Minutes](#)

**Action:** Today's agenda and the February 22 Meeting Minutes were approved as presented. The EDI analyst updated the Senate website accordingly.

**II. EDI Representatives/Liaisons**

- A. [Periodic Review Oversight Committee](#) – Marcus Lee

- Update on March 20 meeting

Some programs are approaching the end of their periodic review. After the self-study, an external review team assesses and provides recommendations. Then the program responds to their suggestions with an action plan that includes a timeline and request for resources. PROC members noted a reoccurring theme in the action plans seemed to be a call for more resources. Also, PROC members expressed concerns regarding the lack of detail in the timelines and the evidence showing how the requested resources would lead to improved outcomes. There also appears to be a lack of collaboration between the programs and the Deans as the cover letters from the Deans are brief and sometimes do not acknowledge the resources mentioned in the action plans. Because of these concerns, PROC would like to provide more structure in the reviews to ensure action plans are more actionable.

Member Lee explored ways for EDI to fit into the review process. He noted that it may be beneficial to provide more guidance on how to analyze student outcomes and their different demographics.

- B. [Chancellor's Council on Climate, Culture, Antiracism and Equity \(CCCAE\)](#) – Vice-Chair Brokaw

Vice-Chair Brokaw provided the following updates from the March 19 meeting.

- UC Merced's Executive Director for the Arts, Collin Lewis, was in attendance. He noted that it was important to know that all public art at UC Merced is donor funded. He is also starting to form a new Visual Art Advisory Committee that will focus on the indoor spaces on campus. The focus will be on the acquisition of traditionally underrepresented individuals

in the art world. The idea is to bring the art of the Central Valley to the world and the art of the world to the Central Valley.

- Currently, a Chancellor’s Advisory Committee on Public Art is being formed. There have been conversations on what is meant by public art, and there was an agreement that the broader the definition the better. The focus will be on uplifting the artistic voices of individuals who have previously been excluded from the gallery world of art.
- There is a committee working on facilitating student engagement sites on campus. There is a need for more structures on campus where students can gather in the shade. The committee is also looking for ways in which to activate the Social Justice Quad.
- CCCAE members discussed equity issues regarding spaces on campus. Specifically, making sure that the newer parts of campus are not the only areas that receive new additions.

### III. Continuation of the Antiracism Working Group – All

The initial budget was 100K. The funds must be spent by June 2025. 50K was used for the [anti-racism mini grant proposals](#) and the remaining funds will need to be used to compensate a consultant for their future work on the assessment of the Academic Senate.

At the February 22 EDI meeting, members agreed that it may be beneficial to revise the Request for Proposal (RFP) and also see if there are additional consulting firms that can be used to reach out to other potential consultants.

ED Paul and AVC Valdez revised the RFP. It is available [here](#).

AVC Valdez provided a list of recommended contacts to receive the RFP, available [here](#).

AVC Valdez suggested that the RFP be sent to the four contacts to inquire if they are interested in submitting a proposal, similar to an open call. EDI members agreed and noted that rankings of the contacts could take place after responses were received.

#### Actions:

- EDI members unanimously approved the RFP.
- EDI analyst will send the RFP to Chair García-Ojeda for approval.
- ED Paul will send the approved RFP to the four recommended contacts.
- Once responses are received, EDI members will rank the proposed consultants.

### IV. Guidelines for DEI Statements in Promotion/Tenure Cases – All

At the February 22 EDI meeting, members agreed to review [UC Merced’s Academic Personnel Office \(APO\) Guidelines for Contributions to Diversity, Equity and Inclusion \(DEI\) Statement](#) and [UC Irvine’s Guidance for Writing Inclusive Excellence Activities Statement](#) as a starting point when looking to draft guidelines for DEI statements for UC Merced Promotion/Tenure cases.

Member's comments on UC Merced's APO Guidelines for Contributions to Diversity, Equity and Inclusion (DEI) Statement can be found [here](#).

Member's comments on UC Irvine's Guidance for Writing Inclusive Excellence Activities Statement can be found [here](#).

EDI members reviewed the comments and agreed that UCI's resource was a better starting point as the guidance was aimed at DEI statements for promotion and tenure cases. The UCI resource was also noted to have been clearer and more concise, which members appreciated. AVC Valdez suggested that the information from the UCI resource could be adopted, and tailored to UC Merced, and a note could be added to state where the original information came from.

AVC Valdez suggested that EDI could draft and approve the language, and once approved, it could be sent to APO for distribution. The message could possibly come from VPAP Hansford. In addition, members noted that it may be beneficial to input the resource into the Academic Case Review System (ACRS) by mid-May for faculty to reference while completing their self-statements.

**Action:** Vice-Chair Brokaw will compose a draft of guidelines for DEI Statements in Promotion/Tenure Cases for UC Merced and circulate it to members for their review by Monday, March 25.

## V. Systemwide Review Items – Vice-Chair Brokaw

### A. [Proposed Amendment to Senate Regulation \(SR\) 424.A.3 Presented by the Board of Admissions and Relations with Schools \(BOARS\)](#)

The amendment introduces a new requirement for freshman admission to the University (Area H). The amendment to the SR is provided in red font on page 3.

Please refer to the hyperlinked memos from Academic Council Chair Steintrager and BOARS Chair Knowlton for background information about this item.

***EDI is a lead reviewer.***

Comments are due to the Senate Chair by **5:00 pm on Friday, April 5, 2024.**

Members Magaña and Medellín-Azuara served as lead reviewers. Their comments were reviewed and discussed by committee members. Members agreed with the comments and supported the addition of Area H, especially from an EDI perspective. The only noted concern was regarding resources to support the additional courses that would be necessary with the requirement.

**Action:** EDI members approved the draft response memo as presented. The EDI analyst sent the finalized memo to the Senate Chair.

B. [Report of the University of California Systemwide Advisory Work Group on Students with Disabilities](#)

As noted in the memo from VP Gullatt, this “report is the first-ever, comprehensive record of the experiences and outcomes of students with disabilities at UC”.

*EDI is a lead reviewer.*

Comments are due to the Senate Chair by **5:00 pm on Monday, April 8, 2024.**

Members discussed the review item and noted that although the document is geared at improvements for students, there is a section of recommendations for faculty which would be important to comment on. In addition, while reviewing the document members noticed that the number of students with disabilities at UC Merced is relatively low compared to other campuses, yet there is only one Disability Specialist on campus to accommodate them.

**Action:** Members Lee and Magaña agreed to serve as lead reviewers. Comments will be circulated via email by Monday, April 1 in order to be finalized and sent to the Senate Chair by Monday, April 8.

C. [Proposed Academic Statement on UC Quality \(“Characteristics of Educational Quality at the University of California”\)](#)

This document was prepared by the University Committee on Educational Policy (UCEP).

Background information is available on the hyperlinked memos from Academic Council Chair Steintrager and UCEP Chair Cocco and the proposed statement is available on pp. 4-5.

Comments are due to the Senate Chair by **5:00 pm on Friday, April 19, 2024.**

**Action:** Member Medellín-Azuara agreed to serve as lead reviewer. Comments will be circulated via email by Friday, April 12 in order to be finalized and sent to the Senate Chair by Friday, April 19.

**VI. Other Business**

Member Lee voiced how it appears that many departments feel under-resourced which can lead to concerns with an inequitable working environment. This can also lead to individuals taking on more service roles, however at times it does not appear that people are rewarded for taking on additional service when needed. Members agreed and added that this is a concern with education in general where educators leave the profession as the workload is unmanageable. Moreover, members stated that UC Merced is still growing and requires more service in order to help the university develop. Regardless, the culture of promotion seems to value research over service. For example, high service loads do not typically merit an acceleration, yet high achievements in research do.

**Action:** Members noted that they would like to discuss inequities in service load at a future meeting. The EDI analyst will add Inequities in Service Load as an agenda item for the April 25 EDI meeting.

**VII. Executive Session – Voting Members**

This session was for voting members only and no minutes were recorded.

There being no further business, the meeting was adjourned at 11:30am.

Attest: Katherine Brokaw, EDI Vice-Chair